



Ulster University Technician Commitment – Action Plan

Reference	Planned Activity	Internal Area	Responsible	Accountable	Timeframe	Status	Evidence	Comments	Success Measure	Budget
C4	Make available an annual fund to support external training	Technician Steering Group	Damian McAlister	SPG	12 months to deliver		A fund to be put in place and made available.		Process for Technician Committee accessing funds in place	£10,000
C1	Facilitate a process to encourage HEA Accreditation	Technician Steering Group	Elaine Fugard	Damian McAlister	12 months to implement		An agreed plan of technical engagement with HEA including joining technical advisory groups.	S Christy proposes that AFHEA completion become part of new technician probation targets.	X% of technical staff access HEA accredited material including engagement with strategic advisory groups. Figure to be set by the Technician commitment Steering group.	£0
C2	Develop an internal training plan for technicians	P&C	Elaine Fugard	Damian McAlister	18 months to deliver		Training plan accepted by Technician Commitment Steering Group to include a training minimum time commitment for professional and technical skills development.	Standardise job titles across the University	Range of courses covering formal/informal, soft skills and hard skills in place across levels. x% will be delivered by 23/24 and levels agreed by the Technician Commitment Steering group.	Delivered under fund above. Review after 3 years.
R1	University to join HEaTED	Technician Steering Group	Elaine Fugard	Damian McAlister	6 months to deliver		University a member of HEaTED	Membership costs for 1 year are £1,732 (discounts available for	University a member of HEaTED	£3,464

								more than one year).		
S1	Explore technical apprenticeship options for the University	P&C/Unions	Paul Davison	Damian McAlister	24 months		Minutes of Technician Commitment Steering Group		Policy paper in place	Requires a paper for SPG depending on model in place and number of apprentices.
V2/C3	Definitively conclude discussion about whether technical staff are REF returnable or not	R&D	Tim Brundle	Liam Maguire	6 months to conclude		University position in place		Position clear	£0
V3	Initiate a comprehensive communications strategy to support the technician commitment in Ulster	MarComm	Rhonda Gibson/Nuala Dalcz	Joanne McGowan	6 months to develop		Communications and engagement channels and content to include web pages, internal and external news and features, social media content, market engagement and sectoral, stakeholder briefings.	24 months to deliver	Fuller visibility for and appreciation of the role of UU's technician community in achieving the ambitions of the University across research and innovation and supporting confident and skilled graduates in diverse disciplines.	£0 if internal. £7500 if external.
V1	Introduce a policy on naming technical staff on research papers	R&D	Tim Brundle	Liam Maguire	6 months to implement		Policy agreed by SLT		100% of research papers have technical staff name once agreed participation has been approved.	£0
V5/C4	Encourage the development of a technician inclusive network within and external to	P&C/SLT	Technician Commitment Chair	Technician Steering Group	6 months to implement		Agreement that technical staff can attend these meetings/events within existing workloads. Opportunities actively promoted the University. Technician engagement actively sought where appropriate.		X% membership increase against baseline. Policy in place to support.	Six per annum. £3500

[illegible]